



COMMUNITY UNIT SCHOOL DISTRICT 200

Human Resources in District 200 Wednesday, September 11, 2019

Inspiring in Everyone a Passion to Excel

District Overview 2018-2019

- **Hired 421 staff**
 - Teachers, support staff, administrators, summer recreation, and summer school personnel
- **Hired 158 guest employees (substitutes)**
- **Processed 154 leaves of absence**
- **Coordinated 140 student teachers**
- **Screened 172 volunteers**
- **Responded to 93 FOIA requests**
- **Processed 278 Permissive Transfers**



Staffing - Full Time Equivalent (FTE)

	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>
Licensed	1075	1077	1080
Classified	430	433	428
Administration	56	54	54



Retention

According to a 2016 Compensation Force Study, the highest retention rates are:

- **88% Insurance**
- **92% Utilities.**

According to a report by the Hay group, 2013-2018 Technology retention rates are:

- **77% Technology Industry.**
- **84% Education Retention rate (Learning Policy Institute)**

CUSD 200 is at 96.1% for certified staff

This percentage does not include retirements or out of state relocation.



Retention

- **US Dept. of Labor & Statistics**
 - **Education & Health Services Quit Rate**
(employee voluntary separation from a job)
 - **April – May 2017**
 - **1.75%/month**
 - **21% annually**

Remember District 200 is 4% for the year!



Shortages

- August 2018, the American Association of Colleges for Teacher Education (AACTE) found that between 2008 and 2016, there was a 23 percent decline in the number of people completing teacher preparation programs nationwide.



Shortages

- Teach Illinois September 2018

Illinois' decline is even steeper : Between 2010 and 2016, teaching candidates enrolling in and completing teacher preparation programs decreased by 53 percentage.

CUSD 200 has a 100% fill rate for certified positions but the next slide reveals the reduction in teaching candidates has negatively impacted our fill rate for non-certified staff



Challenges

- **Hiring**

- Teaching Assistants (Aides)

- 32 Teachers Assistant vacancies open

- Guest (substitute) Teachers

- Long Term Leave - Nurse

- .80 - Long Term Leave- Occupational Therapist

- Long Term Guest Teachers



Questions?

